

SPECIAL COUNCIL MEETING  
JULY 9, 2018 6:15 P.M.

The meeting was opened by announcing that this was an open meeting of the Common Council. Notice of this meeting was given to the public at least 24 hours in advance of the meeting by forwarding the complete agenda to the official City newspaper, the New Richmond News, and to all news media who have requested the same as well as posting. Copies of the complete agenda were available for inspection at the City Clerk's office. Anyone desiring information as to forthcoming meetings should contact the City Clerk's office.

Roll call was taken.

Members Present: Mayor Horne, Alderman Ard, Kittel, Jackson, Volkert, Zajkowski and Montello

The Pledge of Allegiance was recited.

Alderman Ard moved to adopt the agenda as presented, seconded by Alderman Kittel and carried.

Sarah Reese explained the Compensation and Benefit Study process. Patrick Glynn, from Carlson Dettman, gave an overview of the next steps they will take for the employee compensation and benefit study. Considerable discussion followed. Carlson Dettman uses a total rewards method for compensation that includes direct compensation, benefits, program assessment, engagement and development and total rewards policy. There was discussion regarding the comparable employers that will be used for this study. In Wisconsin, they will use Hudson, River Falls, Menomonie, Rice Lake, Eau Claire, Chippewa Falls, Altoona, Hudson Schools, New Richmond Schools, St. Croix County, Pierce County, and Dunn County. In Minnesota, they will use Stillwater, North St. Paul, Mahtomedi, Maplewood, Oakdale, Vadnais Heights, Little Canada, White Bear Lake, Woodbury, Dakota County, Ramsey County, and Washington County. Carlson Dettman will use market comparison, determine market placement, design a pay structure and then develop an implementation plan. The study should be completed by September or October.

**Communications & Miscellaneous**

None.

Alderman Ard moved to adjourn the meeting, seconded by Alderman Kittel and carried.

Meeting Adjourned at 6:50 p.m.

Tanya Batchelor  
City Clerk